

**MEMORANDUM OF AGREEMENT BETWEEN
THE CITY OF SAINT PAUL
AND
NORTH CENTRAL STATES REGIONAL COUNCIL OF CARPENTERS
2008 WAGE & FRINGE ADJUSTMENT**

APPENDIX B

1. The basic hourly wage rate for temporary employees and union-benefited employees appointed to the following class of positions **who are not** participating in PERA shall be:

	Effective <u>5/1/08</u> (or closest pay period)	Effective <u>5/1/09</u> (or closest pay period)
Carpenter	\$33.79*	\$****
Carpenter Foreman	\$35.54*	\$****
Building Inspector		
1st Step	\$33.79*	\$****
2nd Step	\$35.54*	\$****
3rd Step	\$41.66*	\$****
Senior Building Inspector	\$46.32*	\$****

* This rate includes a taxable vacation/dues contribution of \$2.16.

APPENDIX B (Continued)

2. The basic hourly wage rate for union-benefited employees appointed to the following class of positions **who are** participating in PERA:

	<u>Effective 5/1/08(or closest payperiod)</u>	<u>Effective 5/1/09(or closest payperiod)</u>
Carpenter	\$31.73*	\$****
Carpenter Foreman	\$33.37*	\$****
Building Inspector		
1st Step	\$31.72*	\$****
2nd Step	\$33.37*	\$****
3rd Step	\$39.12*	\$****
Senior Building Inspector	\$43.50*	\$****

* This rate includes a taxable vacation/dues contribution of \$2.16.

Note: Effective January 1, 2008, the State of Minnesota increased this rate to 6.50%.
This rate is subject to further increase or decrease by the State of Minnesota.

***Effective May 1, 2008 (or closest pay period) an additional \$1.60 per hour increase will be added to the total package. The parties will agree prior to that date regarding the distribution of the \$1.60 between wages and fringes.

****Effective May 1, 2009 (or closest pay period) an additional \$1.60 per hour increase will be added to the total package. The parties will agree prior to that date regarding the distribution of the \$1.60 between wages and fringes.

All Building Inspectors shall be paid the appropriate step in accordance with Article 11.2 of the collective bargaining agreement.

If the Union elects to have the contributions listed in Appendix C increased or decreased, the Employer may adjust the above applicable rates for participating employees in such a way that the total cost of the package (wage rate plus contribution) remains constant.

APPENDIX B (Continued)

Apprentice Rates 2008

Effective May 1, 2008 (closest pay period)

App hours

Hours	Hrly Rate	H&W	Vac/Dues/ Edu	Def Ben Pens	Def Contr Pens	App	Ind Org	TOTAL	Taxable Rate
0-999	\$14.13	\$5.48	\$0.80	\$0.64	\$0.25	\$0.33	\$0.00	\$21.63	\$14.93
1000-1999	\$17.20	\$5.48	\$0.89	\$0.64	\$0.25	\$0.33	\$0.00	\$24.79	\$18.09
2000-2999	\$18.73	\$5.48	\$0.94	\$0.64	\$0.25	\$0.33	\$0.00	\$26.37	\$19.67
3000-3999	\$20.26	\$5.48	\$0.99	\$0.64	\$0.25	\$0.33	\$0.00	\$27.95	\$21.25
4000-4999	\$21.80	\$5.48	\$1.03	\$0.64	\$0.25	\$0.33	\$0.00	\$29.53	\$22.83
5000-5999	\$23.16	\$5.48	\$1.08	\$1.81	\$0.25	\$0.33	\$0.00	\$32.11	\$24.24
6000-6999	\$24.71	\$5.48	\$1.12	\$1.81	\$0.25	\$0.33	\$0.00	\$33.70	\$25.83

Taxable Rate equals Hourly Rate plus Vacation / Education / Dues amount.

These numbers are taken directly from the Apprentice Wage Schedule provided by the Union.

APPENDIX C

Effective May 1, 2008, the Employer shall:

- (1) contribute to a Union designated **Health, Welfare and Dental Fund** \$5.48 per hour for all hours worked by “participating employees,” as defined in Articles 11.3, 11.4 and 11.5, of this Agreement.
- (2) contribute to a **Defined Benefit Pension Fund** \$6.00 per hour for all hours worked by “participating employees”.
- (3) contribute to a **Defined Contribution Pension Fund** \$.69 per hour for all hours worked by “participating employees”.
- (4) contribute to a **Vacation Fund** \$2.16 per hour for all hours worked by “participating employees”. A payroll deduction in this amount shall be made from the hourly rates listed in Appendix B.
- (5) contribute to an **Apprenticeship Training Fund** \$.33 per hour for all hours worked by “participating employees”.

Agreed to this _____ th day of August, 2008, and attested to as the full and complete understanding of the parties for the period of time herein specified by the signature of the following representative(s) for the Employer and the Union:

WITNESSES:

City of Saint Paul

North Central States Regional Council of
Carpenters

Steven Barrett
Labor Relations Specialist

Mike Nelson
Business Representative

Date

Jason Schmidt
Labor Relations Manager